



BOARD OF COMMISSIONERS

1 S. Main St., 9th Floor
Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

PERSONNEL COMMITTEE

THURSDAY, FEBRUARY 14, 2008

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda, **AS AMENDED, TO INCLUDE REVISED MEMO FOR #7**
4. Approval of Minutes dated November 9, 2007 (previously distributed)
5. Public Participation
6. Recognize Recent Retirees (mailed)
7. Vacancy Reconfirmations and Creation of Ad Hoc Committee to Establish Process for Evaluating Reconfirmation of Personnel Openings (mailed)
(revised memo re: Ad Hoc Committee is attached)
8. Recommendation that Newly Appointed Department Heads be Designated and Serve as "At-Will" Employees (mailed)
9. Rescind December 17, 1992 Resolution Re: Union Representation of Positions at Macomb County (mailed)
10. Executive Session to Discuss Labor Negotiations
11. New Business
12. Public Participation
13. Adjournment

MACOMB COUNTY BOARD OF COMMISSIONERS

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HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chairperson
Personnel Committee and Committee Members

FROM: Eric Herppich, Acting Director
Human Resources

DATE: February 5, 2008

RE: Recognition of Recent Retirees

The following employees have applied for retirement and have been invited to attend the February 14, 2008 Personnel Committee Meeting.

Name: Mary Katherine Duncan
Department: County Clerk
Retirement Date: January 25, 2008
Years of Service: 17 years .4 months
County Commissioner: N/A

Name: Elizabeth Apel
Department: Library
Retirement Date: February 7, 2008
Years of Service: 18 years 7.9 months
County Commissioner: Leon Drolet

Name: Leatrice Arnold
Department: Facilities & Operations
Retirement Date: February 19, 2008
Years of Service: 12 years 6 months
County Commissioner: Leon Drolet

Name: Virginia Labby
Department: Health
Retirement Date: February 22, 2008
Years of Service: 8 years .7 months
County Commissioner: David Flynn

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Name:	Patrick McLogan
Department:	Health
Retirement Date:	February 22, 2008
Years of Service:	19 years 1.0 months
County Commissioner:	Paul Gielegem

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Recommend Reconfirmation of Vacant Budgeted Positions (Post-poned
from January Personnel Committee Meeting) and the creation of an Ad Hoc
Committee to establish a process for evaluating reconfirmation of personnel
openings with a goal of cost savings through attrition, with the exception
of positions processed pursuant to the action of the Board of Commissioners
on November 21, 2002

INTRODUCED BY: Commissioner Dana Camphous-Peterson, Chairperson
Personnel Committee

COMMITTEE/MEETING DATE

Personnel 02-14-08



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Labor Relations:
Eric A. Herppich
469-7241

February 6, 2008

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Acting Director
Human Resources

RE: Recommendations for Reconfirmation of Vacant Budgeted Positions
(Post-poned from January Personnel Committee Meeting) and the
creation of an Ad Hoc Committee to establish a process for
evaluating reconfirmation of personnel openings with a goal of cost
savings through attrition

At the January 24, 2008 Personnel Committee meeting, the Board of Commissioners passed a motion to post-pone the vacancy reconfirmation requests pending further justification from the departments detailing the need for the positions to be filled. Justification to include an assessment of the impact on the department if not reconfirmed. Further, I have attached correspondence from Chair Crouchman identifying the Ad Hoc Committee created to establish a process for evaluating reconfirmation of personnel openings with a goal of cost savings through attrition, with the exception of positions processed pursuant to the action of the Board of Commissioners on November 21, 2002 (attached).

A review was conducted regarding the fourteen (14) vacant budgeted positions submitted at the January Personnel Committee. Seven (7) positions are not recommended for reconfirmation at this time pending a formal review by the Ad Hoc Committee in March. The following seven (7) positions are recommended for reconfirmation for the reasons stated:

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Circuit Court

Assessor/Therapy Coordinator – Failure to fill this position would impact overcrowding at the Jail and would also jeopardize the grant funding that supports this position.

Community Mental Health

Therapist II – This position is necessary to provide needed Community Mental Health services to an established client population. As you may be aware, the County general fund costs for this position is less than 10%.

Health Department

Community Health Technician - The Community Health Technician position is in the WIC program and is 100% grant funded. Failure to fill this position would impact service delivery which directly affects program funding.

Medical Examiner Investigator – The Medical Examiner Investigator responsibilities are performed on a 24 hour/7 day basis and are critical in order to maintain the required responsibilities to investigate deaths. Failure to fill this vacancy will result in overtime costs which exceed the cost of filling the vacancy.

Library

Literacy Coordinator – This position is reimbursed by the Macomb Literacy Partners, therefore no County funds are needed.

Probate Court

Paralegal – Due to the current workload at the Probate Court, it is necessary to reconfirm this position.

Commissioner Dana Camphous-Peterson, Chair
Personnel Committee and Committee Members
February 6, 2008
Page 3

Treasurer

Personal Property Tax Collector – This position is one of two Personal Property Tax Collector positions in the Office of the Treasurer. Due to the increase in personal property delinquencies, the Personal Property Tax Collector position is vital in the collection of delinquent taxes. This position generates significant revenue for the County.

The Human Resources Department recommends reconfirmation of the above vacancies which will be subject, as applicable, to the hiring delay policy approved by the Board of Commissioners. Also, that the Personnel Committee approve the creation of an Ad Hoc Committee to establish a process for evaluating reconfirmation of personnel openings with a goal of cost savings through attrition, with the exception of positions processed pursuant to the action of the Board of Commissioners on November 21, 2002 (attached).

EAH/mb
Attachments

cc: Keith Beasley, Circuit Court Administrator
Chief Probate Judge Kathryn George
Tom Kalkofen, Director/Health Officer
Darlene LaBelle, Library Director
Robert Slaine, Deputy Director, Community Mental Health
Ted Wahby, Treasurer



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*** AMENDED MEMO ***

February 8, 2008

TO: Personnel Committee Members
FROM: William A. Crouchman, Chairman *WC*
RE: **Proposed Ad Hoc Committee**

Pursuant to Rule VII (b) of the Rules of the Board of Commissioners of Macomb County, the Chair of the Personnel Committee, with approval from the Chairman of the Board, hereby appoints an Ad Hoc Committee for the purpose of evaluating reconfirmation of personnel openings with the goal of achieving cost savings through attrition.

The following Commissioners are appointed:

- Dana Camphous-Peterson, Personnel Committee Chair
- Betty Slinde, Finance Committee Chair
- Keith Rengert, Justice & Public Safety Committee Chair
- Carey Torrice
- Andrey Duzyj
- David Flynn
- William A. Crouchman

The following department heads will support the committee:

- David Diegel, Finance Director
- Eric Herppich, Human Resources Acting Director

This ad-hoc committee must be approved by action of the standing committee.

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February 6, 2008

RE: Proposed Ad Hoc Committee

Dear Personnel Committee Members:

Pursuant to Rule VII (b) of the Rules of the Board of Commissioners of Macomb County, the Chair of the Budget Committee, with the approval of the Chairman of the Board, hereby appoints an Ad Hoc Committee for the purpose of evaluating reconfirmation of personnel openings with the goal of cost savings through attrition.

The following non-Commissioners are appointed:

David Diegel – Finance Director

Eric Herppich – Acting Human Resources Director

The following Commissioners are appointed:

William Crouchman – Board Chairman
Don Brown – Budget Chair
Dana Camphous-Peterson – Personnel Chair
Betty Slinde – Finance Chair
David Flynn
Jon Switalski
Keith Rengert

Pursuant to the Board Rules, this committee must be approved by action of the standing committee.

Sincerely,

William A. Crouchman
Chairman

WAC:dlr

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Resolution to Reconfirm Personnel Vacancies
Personnel 02-14-08

The following vacant positions have been processed for posting pursuant to action of the Board of Commissioners on November 18, 2002:

CLASSIFICATION

DEPARTMENT

One Youth Specialist (Jennifer Carson)

Juvenile Justice Center

Reason for Position being Vacant: Discharged

Date Position to be Vacant: 12-05-07

Exit Interview Completed: Pending

One L.P.N. (Cindy Puente)

Martha T. Berry

Reason for Position being Vacant: Discharged

Date Position to be Vacant: 01-03-08

Exit Interview Completed: Pending

One Nurse Aide (Fern Bright)

Martha T. Berry

Reason for Position being Vacant: Retirement

Date Position to be Vacant: 01-16-08

Exit Interview Completed: Pending

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ recommend the elimination of the reconfirmation procedure for
_____ County Departments operating on a 24 hour per day, 7 day per
_____ week schedule (Martha T. Berry, Sheriff Department and Youth
_____ Home)

INTRODUCED BY: _____ Commissioner Ralph Liberato, Chairman
_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel 11-18-02

Full Board 11-21-02

8. APPROVE THE ELIMINATION OF THE RECONFIRMATION PROCEDURE FOR COUNTY DEPARTMENTS OPERATING ON A 24 HOUR PER DAY, 7 DAY PER WEEK SCHEDULE (MARTHA T. BERRY, SHERIFF'S DEPARTMENT AND YOUTH HOME). ✓
9. APPROVE A REQUEST FOR PROPOSAL (RFP) BE PREPARED AND ISSUED FOR THE COUNTY'S EMPLOYEE ASSISTANCE PROGRAM SERVICES. ✓

THE MOTION CARRIED.

SEPARATED MOTION

2. APPROVE THE PROPOSAL TO OFFER HEARING AID COVERAGE TO MACOMB COUNTY RETIREES COVERED BY BLUE CROSS TRADITIONAL AND PPO HEALTH PLANS AT THE RETIREE'S EXPENSE. ✓

Commissioner Sauger commended and thanked the board for assisting the retirees in this matter.

THE MOTION CARRIED.

SEPARATED MOTION

7. APPROVE THE SALARY RANGES FOR THE POSITIONS OF GRANT COORDINATOR AND COMMUNITY RELATIONS COORDINATOR IN THE PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT.

Commissioner Kolakowski questioned the job description for the Community Relations Coordinator position. She stated the job description sounds like the functions currently handled by the board staff.

A discussion ensued.

A **MOTION TO REFER** back to committee was made by Commissioner DeSaele, supported by Commissioner Brandenburg.

The discussion continued.

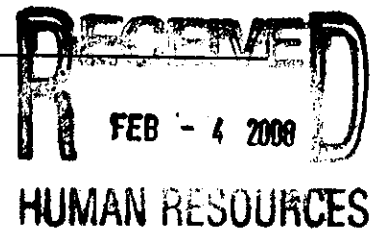
A **MOTION TO AMEND THE MOTION TO REFER** was made by Commissioner Lafferty, supported by Commissioner DeSaele, to refer the position of Community Relations Coordinator **ONLY** back to committee. **THE AMENDED MOTION TO REFER CARRIED.**

SEPARATED MOTION

7. APPROVE THE SALARY RANGE FOR THE POSITION OF GRANT COORDINATOR IN THE PLANNING AND ECONOMIC DEVELOPMENT. ***FURTHER; THAT THE POSITION OF COMMUNITY RELATIONS COORDINATOR AND THE SALARY RANGE IN THE PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT BE REFERRED BACK TO COMMITTEE.***

The Circuit Court

For
The Sixteenth Judicial Circuit of Michigan



Circuit Judges

RICHARD L. CARETTI, Chief Judge
ANTONIO P. VIVIANO, Chief Judge, Pro Tempore
DONALD G. MILLER, Presiding, Civil/Criminal
JOHN C. FOSTER, Presiding, Family
PETER J. MACERONI
MARY A. CHRZANOWSKI
JAMES M. BIERNAT, SR.
MARK S. SWITALSKI
EDWARD A. SERVITTO, JR.
MATTHEW S. SWITALSKI
DIANE M. DRUZINSKI
TRACEY A. YOKICH
DAVID F. VIVIANO



Clerk of the Court
CARMELLA SABAUGH

KEITH R. BEASLEY
Court Administrator

PATRICIA S. MCKAY
General Counsel

February 4, 2008

Mr. Eric Herppich, Acting Director
Human Resources
10 N. Main
Mt. Clemens, MI 48043

Re: Adult Felony Drug Court Assessor/Therapy Coordinator Position

Dear Mr. Herppich:

Pursuant to the direction of the Board of Commissioners, you requested that the Court detail the reasons the position of Adult Felony Drug Court Assessor/Therapy Coordinator needs to be reconfirmed and the impact on the Court if not reconfirmed. You required this information today.

The mission of the Adult Felony Drug Court is to divert non-violent substance-dependent offenders to treatment and rehabilitation as an alternative to incarceration and thereby reduce drug use, reduce drug related crime, alleviate court overcrowding due to drug cases (nearly 40% of the criminal cases are drug crimes), reduce incarceration in the Macomb County Jail and Michigan prisons and reduce child abuse and neglect.

The Drug Court has regularly made presentations to the Justice & Public Safety Committee of the Board on the cost effective and life changing impacts that Drug Court demonstrates. The average cost per participant is approximately \$2,000. It offers a tremendous cost savings because it targets those who will be placed in Jail or prison and offers a less expensive alternative with better results. Approximately 50% of the participants graduate, successfully returning to drug free, productive lives. The graduates in the second half of the State fiscal year 2006-2007 alone (the year utilized due to State grant support of Drug Court), avoided 5,850 days of incarceration had they been sentenced without Drug court. At approximately \$73 a day, this avoided an incarceration cost of \$427,050! Over-all, Drug Court has avoided millions in incarceration expenses for Macomb County, thus helping the County avoid expanding the Jail and keeping Jail beds available for more

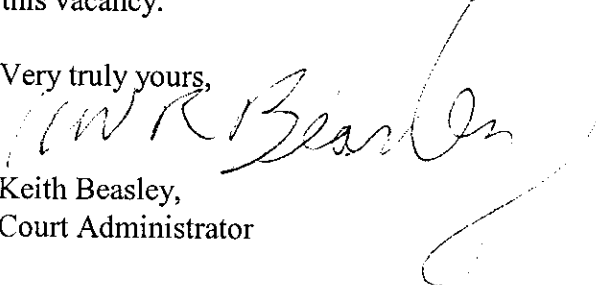
violent offenders. Just as importantly, the graduates (and people participating in the program) returned to stable, law-abiding and productive lives as Macomb citizens. Most obtain and keep employment as a result of the program.

The Assessor/Therapy Coordinator position is one of only two Drug Court positions. David Jasinski left the Drug Court in April of 2007. The Court agreed to save Macomb County a great deal of money by working with an interim part-time Assessor/Therapy Coordinator from June – December, 2007. It learned, however, that it could not provide the requisite case management and administrative support necessary to have the maximum impact on participants. The part-time position also limited the number of participants the Court can admit. This position is the gatekeeper for Drug Court because the employee assesses and screens proposed defendants for admission. The employee also works with the participants to plan their recoveries and help identify solutions to their myriad problems. As a result, it is asking the Board of Commissioners to reconfirm the full-time position at this time and allow it to be filled. The cost is small in relation to the savings and benefits that result from the position.

If the position is not filled, the Drug Court staff would be cut 50%. The Drug Court Supervisor, the only other employee, could not provide support for the current 65-70 individuals being served. She would have little time to devote to case management. The success of the program would decay seriously. There would not be resources to properly screen proposed candidates. The program would have to be greatly cut back in order to function at all – to the great detriment of Macomb County citizens.

Therefore, the Court asks that you reconfirm this vacancy.

Very truly yours,


Keith Beasley,
Court Administrator

c: Hon. Richard L. Caretti, Chief Judge
Hon. James M. Biernat, Sr., Drug Court Judge
Hon. Diane M. Druzinski, Drug Court Judge
Gloria Kmiec, Drug Court Supervisor



COMMUNITY MENTAL HEALTH

22550 Hall Road
Clinton Township, MI 48036
586-469-5275 FAX 586-469-7674

RECEIVED
JAN 15 2008
HUMAN RESOURCES

Donald I. Habkirk, Jr.
Executive Director

January 15, 2008

BOARD OF DIRECTORS
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Janice A.B. Wilson
Vice-Chairperson

Joan Flynn
Secretary-Treasurer

Del (Delphine) Becker
Patricia Bill
Marilyn Brown
Mary Louise Daner
Michael Heafield
Rose Ann Mroscowski
Brian Negovan
James M. Perna
Betty Slinde

To: Eric Herppich, Acting Director
Human Resources Department

From: Donald I. Habkirk, Jr., Executive Director
Community Mental Health Services

Re: Request to Reconfirm
Vacant Budgeted Position
Therapist II
Crossroad Clubhouse

224 646.37

Community Mental Health Services requests approval to reconfirm the vacant, budgeted position of Therapist II.

This vacancy is created by the retirement of Bruce Faehner, effective December 9, 2005.



A CARF Accredited
Organization

The employee in this classification, under the supervision of an assigned supervisor provides assessment, linkage and referrals to consumers seeking Macomb County Community Mental Health services; provides direct and indirect clinical services; utilizes Person-Centered Process and Family Centered Practice concepts; maintains clinical and administrative records; coordinates, consults and provides liaison work with other agencies and systems; ensures that service authorizations are current; implements program goals and activities in keeping with program philosophy; contributes expertise from professional discipline to team planning and treatment processes; performs related duties as assigned.

If you have any questions regarding this request, please contact me.

Thank you.

DIH/lg

cc: R. Slaine, File



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HEALTH DEPARTMENT
Mount Clemens Health Center

43525 Elizabeth Road
Mount Clemens, Michigan 48043
586-469-5235 FAX 586-469-5885
macombcountymi.gov/publichealth

RECEIVED
FEB - 6 2008
HUMAN RESOURCES

Thomas J. Kalkofen
Director/Health Officer

Kevin P. Lokar, M.D.
Medical Director

February 1, 2008

TO: ERIC HERPPICH, ACTING DIRECTOR
HUMAN RESOURCES

FROM: THOMAS J. KALKOFEN, M.P.H. TK/20
DIRECTOR/HEALTH OFFICER

SUBJECT: RECONFIRMATION OF VACANCIES

The following is in response to your request for further justification of position reconfirmations.

- A. Leilani Radloff, Community Health Technician
The CHT position is in the Women, Infants & Children Supplemental Food Program (WIC). It is 100% Federal funded. No county money is required to support this position. The person in this position is responsible for qualifying clients for the program. Failure to enroll a sufficient number of clients will result in financial penalties to the county.
- B. Michael Peltier, Medical Examiner Investigator
Macomb County has a statutory responsibility to investigate certain deaths. The Medical Examiner Investigator goes to death scenes, documents case files and testifies in court if necessary. The county is required to provide 24-hour coverage to investigate reported deaths. At full staff we are able to cover 24/7 shifts. With the current vacancy, we are paying 12 hours overtime per day of his assigned shift. Promptly filling this position will not only satisfy statutory requirements, but will save a substantial amount of overtime pay.
- C. Christine Tringali, Computer Maintenance Clerk
The Health Department recommends the 20 week waiting period for this position. We will reassign work responsibilities to help realize budget savings.

If there are any questions, you may contact my office at 9-5512.

mc

cc: S. Gold
M. Green

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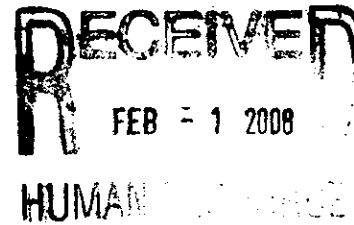
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MACOMB COUNTY LIBRARY

16480 Hall Road
Clinton Township, Michigan 48038-1132
586-286-6660 Fax 586-412-5958
www.macombcountylibrary.org



Darlene LaBelle
Director

Sandra Casamer
Assistant Director

Macomb County
Library Board

Edward V. Farley
Chair

Dorothy Upshaw
Vice Chair

Jon Switalski
Secretary

Nicholyn Brandenburg
Marge Swiatkowski

MEMO

TO: Eric Herppich, Interim Director
Human Resources

FROM: Darlene LaBelle, Director
Macomb County Library

DATE: December 21, 2007

SUBJECT: Replacement of Literacy Coordinator/Director of Macomb
Literacy Partners

Jessica Cheshire, the Director of the Macomb Literacy Partners, has resigned effective January 17, 2008. I am requesting that the position be reconfirmed and posted without delay.

The Director of the Macomb Literacy Partners is solely responsible for fundraising to keep this program afloat, and a vacancy for an extended time will significantly cripple the work of the organization. Although the Director is a County employee in the classification of Literacy Coordinator in UAW Local 412, Unit 75, the position is not dependent on County funds. The County is reimbursed for the full cost of the salary and benefits for the position by the Macomb Literacy Partners.

Earlier today, I spoke with Commissioner Tocco, Chair of the Community Services Committee, and she thinks a similar request was approved without delay for a Head Start position. The Board of the Macomb Literacy Partners is extremely anxious to begin the search for a new Director as soon as possible. If we can fast-track the position, it will benefit all concerned.

Thank you for your assistance.

Cc: Commissioner Kathy Tocco

Enc.

J.L.

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Jon M. Switalski - District 4
Susan L. Doherty - District 5

Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10

Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15

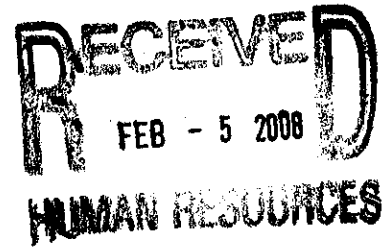
Carey Torrice - District 16
Ed Bruley - District 17
Paul Gielegem - District 19
Kathy Tocco - District 20

Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26



Macomb County Probate Court

(586) 469-5290



KATHRYN A. GEORGE
Chief Probate Judge

DONALD J. HOUSEY
Court Administrator/Register

PAMELA GILBERT O'SULLIVAN
Probate Judge

February 4, 2008

Mr. Eric Herppich, Acting Director
Macomb County Human Resources Department
10 N. Main Street
Mount Clemens, Michigan 48043

Re: Paralegal – Mental Division

Dear Mr. Herppich:

The Paralegal position is integral to maintaining an orderly caseload for the Judge. The Paralegal is responsible for file preparation in advance of a scheduled hearing and often confers with the Judge prior to the hearing. The review of those files often requires research on the issues to be addressed by the Court on the hearing date. In addition, the person in that position attends the Court hearings and maintains the file proper by recording the events of the hearing and is responsible for following up on the Court's decision.

As you can see the Paralegal works closely with the Judge in this capacity and is an important contribution to the timely processing of these files.

Please accept this letter as justification for reconfirmation. Any continued vacancy will impede the Judge's caseload and will create an undue burden upon the Court Attorneys presently attempting to fill that void in addition to their normal tasks.

Very truly yours,

DONALD J. HOUSEY
Court Administrator/Register

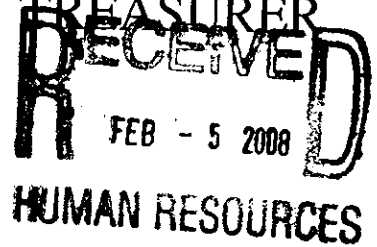
/vms



OFFICE OF MACOMB COUNTY TREASURER

Ted B. Wahby

1 S. Main St., 2nd Floor
Mount Clemens, Michigan 48043-2312
586-469-5190 FAX 586-469-6770



Jerome T. Moffitt
Chief Deputy

Memorandum

To: Eric Herppich
Acting Human Resource Director

From: Ted Wahby *TW*
Treasurer

Date: February 4, 2008

RE: Personal Property Collector Reconfirmation

Our Personal Property Collection department is made up of four collectors, we currently have two vacancies.

The Department is a revenue producing unit within the Treasurer's Office. Over the past 3 years they have produced revenues of \$508,666 (2006), \$430,474 (2005), and \$189,692 (2004).

What is not reflected in the above numbers is the significant portion of the County's levy that would have gone uncollected if we were forced to rely on the local units. Last year the Department collected \$407,120 in County Tax, a significant portion of which would likely to have gone uncollected.

Our collectors also play an important role in working with delinquent taxpayers to make payments, find assistance and help keep them in their homes. The personal attention we pay to the foreclosure process is the main reason we have not taken an occupied house or business since the law was changed six years ago.

As the economy continues to struggle we can anticipate a continued rise in delinquencies. While the numbers may increase collections are like to become more labor intensive.

In my presentation to the Board in January I offered to hold open two vacancies for one year to help with our budget issues. We evaluated work flow in the entire office, taking into consideration the considerable cross training we employ to determine how we could provide our continued quality service with fewer staff. Taking additional employees would have a strongly negative effect on our ability to complete our obligated responsibilities.

I hope this addresses any concern one may have to the validity of reconfirming the personal property collector position. Please contact me directly if there are any questions.

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Recommend that all newly appointed Department Heads, appointed by
the Board of Commissioners or County Commissions or Boards, shall be
designated and shall serve as "at-will" employees while classified in the
Department Head position

INTRODUCED BY: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee

Explanation:

Department Heads appointed after the passage of this motion will be tendered a written offer to accept employment or promotion which will include a provision that he/she is accepting the position as an "at-will" employee. That person will acknowledge his/her agreement by signing the Offer of Employment or Promotion and return the signed document to the Human Resources Department for inclusion in that person's personnel file.

COMMITTEE/MEETING DATE

Personnel 02-14-08

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Rescind the Resolution adopted by the Board of Commissioners on
December 17, 1992, regarding union representation of positions at Macomb
County and further to authorize the Human Resources Director to grant
voluntary recognition to positions at Macomb County within the guidelines
of the Public Employment Relations Act

INTRODUCED BY: Commissioner Dana Camphous-Peterson, Chair
Personnel Committee

Explanation:

On December 17, 1992, the Board of Commissioners approved the following Motion:

“That the County not grant voluntary recognition to any
Petitioner to join a Union for the reason that they should
follow the procedure set up by State Statute.”

If the proposed Motion passes, employees who want to become Union members may be voluntarily recognized by the County through the Human Resources Director as Union members. An election which would otherwise be conducted by the Michigan Employment Relations Commission would not occur.

COMMITTEE/MEETING DATE

Personnel 02-14-08